



**AMENDMENT TO THE EMPLOYMENT AGREEMENT BETWEEN
THE COUNTY OF TEHAMA AND MELANI KAIN
FOR THE POSITION OF PUBLIC GUARDIAN – PUBLIC ADMINISTRATOR**

The Employment Agreement made and entered into on the 31st day of August, 2021 by and between the County of Tehama (COUNTY), and MELANI KAIN (KAIN), formerly MELANI RODRIGUE (RODRIGUE), identified as Misc. Agreement No. 2021-222, shall be amended as set forth herein.

I. Section 6: Salary shall be amended to read as follows:

For purposes of this agreement, KAIN shall be considered an overtime-exempt County employee. The salary and benefits provided under this agreement shall constitute the total compensation for all services provided by KAIN under this agreement.

In full consideration for services rendered, and the satisfactory job performance of specified duties, the COUNTY agrees to pay KAIN hereto an annual salary, payable in twenty-six (26) installments, on the same biweekly basis as other employees of the COUNTY, and prorated on actual hours worked within the annual period. Annual salaries will be as follows:

April 2, 2024 through September 9, 2024 \$125,455.00 Annually

In the event that, during the term of this contract, the COUNTY agrees to adjustments in employment compensation, such as increases or reductions in salary, increased contributions to CalPERS, or changes to other benefits for all classifications represented by the Tehama County Management Employees Association, herein after called "TCMEA", KAIN's employment compensation will be adjusted by an equal percentage. Any such adjustments shall be effective for all calendar months commencing after the effective date of the adjustment as stated in the Memorandum of Understanding between the COUNTY and the TCMEA currently in effect (hereinafter the "MOU").

Notwithstanding any other provisions of this contract, COUNTY's Board of Supervisors reserves the right, in its sole discretion, to increase the compensation paid by COUNTY to KAIN during the term of this contract. The compensation stated in this contract shall not be deemed to be a fixed amount for the entire term of this contract, and may be increased, in the discretion of the Board of Supervisors, consistent with the California Constitution, Article XI, Section 10, subdivision (a).

Except as stated above, COUNTY shall not at any time during the term of this agreement reduce the salary, compensation or other financial benefits of KAIN, except with the concurrence of KAIN and then only to the degree of such a reduction across-the-board for all employees of the Department in which KAIN is employed (including a reduction resulting from employee furloughs).

Except as provided in the cell phone allowance, partial months will be prorated based on the number of days this contract is in force during the month calculated as a percentage of the total number of calendar days in the month.

IN WITNESS WHEREOF, APPOINTING AUTHORITY, COUNTY, and KAIN have executed this agreement on the day and year set forth below.

Date: APR - 2 2024

John Lead
Chairman, Tehama County Board of Supervisors

Date: 4.10.24

Melani Kain
MELANI KAIN

Approved as to form:

County Counsel

(Based on International City/County Management Association and California City Management Foundation models)

E-Contract Review
Approval as to Form

Department Name: Administration

Vendor Name: Melani Rodrigue.

Contract Description: Department head employment agreement.

APPROVED AS TO FORM:



Date: 08/19/2021

Office of the Tehama County Counsel
Richard Stout, County Counsel



Tehama County

Minutes Certification

727 Oak Street, Red

Bluff, CA 96080

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File Number: 24-091 Enactment Number: MISC. AGR 2024-078 & RESO 2024-024

20. ADMINISTRATION / PERSONNEL - Chief Administrator Gabriel Hydrick 24-091

- a) **AGREEMENT** - Approval and authorization for the Chairman to sign the Amendment to the Employment Agreement for Melani Kain (formerly, Melani Rodrigue) (Misc. Agm #2021-222), thereby amending the annual salary, effective 4/2/24 through 9/9/24.

Chief Administrator Gabriel Hydrick reviewed the changes to the agreement and stated the increase to salary and wages is \$17,611.18. an increase of 12.5%.

Supervisor Carlson stated these requests are about the positions and aligning them after the class and compensation study.

RESULT: APPROVE

MOVER: Candy Carlson

SECONDER: Pati Nolen

AYES: Supervisor Moule, Supervisor Carlson, Supervisor Nolen, Vice Chair Hansen, and Chairperson Leach

Enactment No: MISC. AGR 2024-078

- b) **RESOLUTION** - Adoption of a resolution to amend the FY 2023-24 Personnel Allocation List (PAL), (Reso #2023-88) and Master Salary Schedule, amending the Salary Range for the Public Guardian/Public Administrator from Salary Range 52 to Salary Range 57, effective 4/2/24

RESULT: APPROVE

MOVER: Pati Nolen

SECONDER: Candy Carlson

AYES: Supervisor Moule, Supervisor Carlson, Supervisor Nolen, Vice Chair Hansen, and Chairperson Leach

Enactment No: RESO 2024-024

I, JENNIFER VISE, County Clerk and ex-officio Clerk of the Board of Supervisors of the County of Tehama, State of California, hereby certify the above and foregoing to be a full, true and correct copy of an order adopted by said Board of Supervisors on 4/2/2024.

Attest: *Jennifer Vise*

April 05, 2024
Date Certified

